

Special Awards Issue

Volume 31

Number 4

May 1997



Caravan

1996 President's Awards presented to 18 employees

R.J. Reynolds Tobacco's 1996 President's Awards went to 18 employees who were on two product-improvement teams.

Although more than 80 people were involved in the overall project, the individuals selected for the award were the key leaders in generating, developing and executing the effort.

Andrew J. Schindler, president and CEO of R.J. Reynolds Tobacco, recently honored the award winners at a special luncheon in the Reynolds Building, and presented each individual with a President's Award crystal trophy and a check for \$2,500.

"We're presenting President's Awards to a fine group of employees who worked on two product-improvement teams," said Schindler to the award winners. "The President's Award is the highest employee recognition award in the company. It's given each year to employees who make a unique and valuable contribution to the company's business — employees who have set new standards of excellence in terms of innovation, superior quality, speed and teamwork. The people in this room today have done just that.

"Your charge was to develop particular products that consumers would choose over competitive brands. The parameters were to develop the best-tasting cigarettes possible, using appropriate technologies, with limited capital expenditures, and products that could be implemented within a very short time-frame. Your efforts exceeded every requirement of the project," added Schindler.

"Your work resulted in six products that met our product-improvement objectives and one that exceeded all our expectations," said Schindler. "Your efforts exemplify RJR's 'We Work for Smokers' commitment."

Following are the winners of the 1996 President's Awards: ►►►

1996 President's Awards

(continued from page 1)

Kenneth A. Beard

Brands R&D

Conducted sampling and testing in the R&D plant, acquired data from the analytical areas, and reported and reviewed data for one of the product-improvement teams.



Kenneth A. Beard



Carolyn R. Carpenter

Carolyn R. Carpenter

Brands R&D

As overall team leader for one of the teams, coordinated all aspects of the development efforts from managing weekly team meetings to product-design decisions, and provided outside support for RJR manufacturing, engineering and finance departments.

Watson M. Dufour

R&D process technology and development

As project manager and leader for one of the teams, was instrumental in identifying the appropriate formulation for tobaccos and conditions used in primary processing, and served as liaison to R&D process technology and development, and engineering.



Watson M. Dufour



J. Gray Flinchum Jr.

J. Gray Flinchum Jr.

R&D process technology and development

Determined product formulations to achieve specific physical endpoints, and was responsible for the production of these components for one of the teams.

Harvey H. Gordin

Market research

Was successful in reducing project-cycle time for one of the teams by developing and maintaining innovative test methodologies that provided preference-ratings data from specific adult-smoker groups.



Harvey H. Gordin



Richard G. Haberkern

Richard G. Haberkern

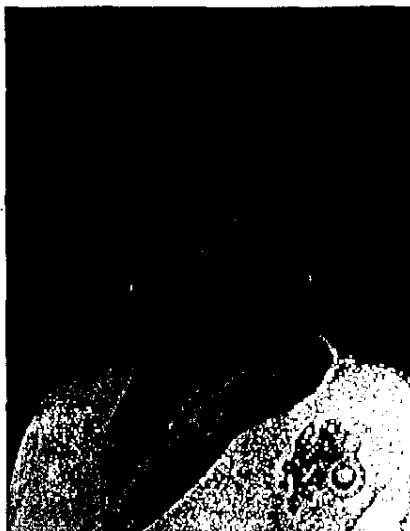
Process engineering (Retired)

Through diligence and a high level of competence in investigative-process engineering, was responsible for identifying processes and materials used to produce appropriate tobacco blends.

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Linda T. Hamilton



Brenda T. Hodge

Linda T. Hamilton

International support, International R&D
Conducted sampling and testing in the R&D plant, acquired data from the analytical areas, and reported and reviewed data for one of the teams.

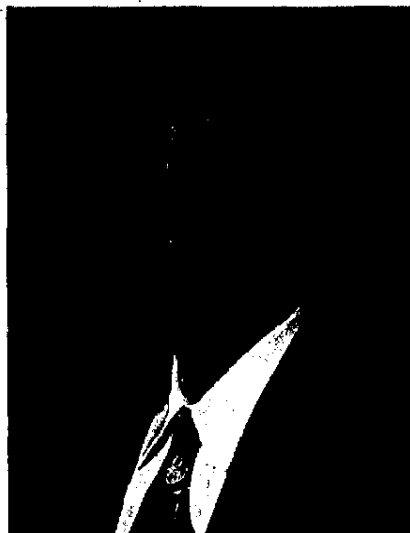
Brenda T. Hodge

Brands R&D

As project manager for one of the teams, was involved in all aspects of research-hypotheses development, product development, extensive testing of processes and components, and served as liaison to R&D management.



Brian M. Lawrence



Alan B. Norman

Brian M. Lawrence

Brands R&D

Provided casings and flavorings expertise, selected ingredient type, application location and level for the product-development efforts, and assisted in developing an understanding of appropriate properties.

Alan B. Norman

Product development and assessment

Initiated explorations in physical-parameter and development areas to help the teams better understand "draft" measurements, specifically as related to smoker "draw" preferences.

Deborah H. Pence

Health and environmental services

Provided oversight on scientific analyses to ensure that high-quality product standards were maintained and that aggressive timetables on both projects were met.



Deborah H. Pence



Thomas J. Porter Jr.

Thomas J. Porter Jr.

Brands R&D

Provided leaf and blend expertise for one of the teams and made tobacco-blending recommendations that resulted in new blends. ►►►

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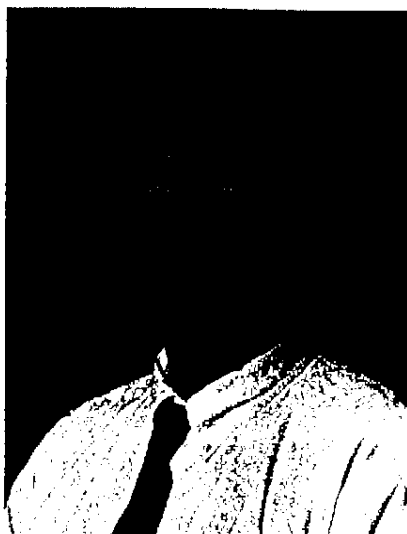
1996 President's Awards

(continued from page 3)

Dennis L. Potter

Brands R&D

As project manager for one of the teams, was involved in all aspects of the development and testing processes, and served as liaison to R&D management and brands business units.



Dennis L. Potter

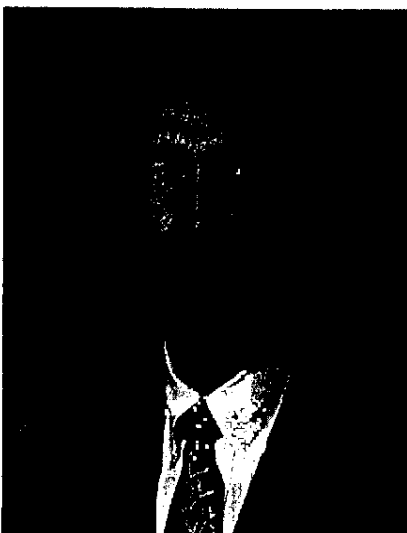


Kenneth W. (Kenny) Smith

Kenneth W. (Kenny) Smith

Brands R&D

Conducted sampling and testing in the R&D plant, acquired data from the analytical areas, reported and reviewed data for one of the teams, and served as liaison to the wrapping-material support functions.



Kenneth W. (Ken) Smith



Leigh Ann B. Smith

Leigh Ann B. Smith

R&D process technology and development

Provided expertise in process technologies, blend and casing selection, and overall planning and execution for the project.

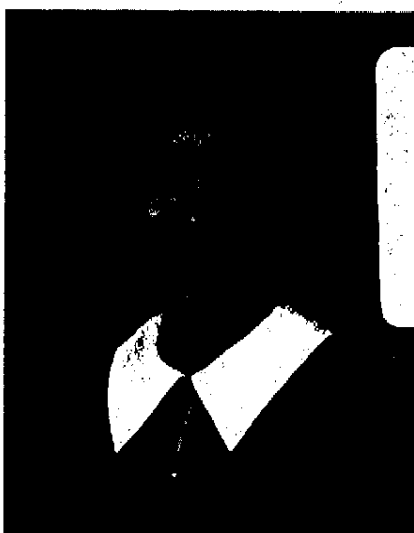
Donna J. Wilson

Brands R&D

As overall team leader for one of the teams, aggressively and creatively coordinated all details and aspects of the development effort to ensure meeting ambitious product-development timetables.



Donna J. Wilson



Milly M. Wong

Milly M. Wong

Brands R&D

Exhibited leadership in developing and assessing casing and flavor packages, and also generated unique blend calculations.

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Employee Recognition Awards

Editor's note:

Andrew J. Schindler, president and chief executive officer of R.J. Reynolds Tobacco Co., recently hosted a luncheon in honor of 85 employees and eight RJR contractor employees as recipients of Employee Recognition Awards. Schindler presented three types of awards during the event: Individual Outstanding Performance Golden Eagle Awards, Team Outstanding Performance Golden Eagle Awards and one of the company's highest awards — Team Quality Quest Awards.

Golden Eagle Individual and Team Awards honor performance that sets new standards of excellence for the company. Specifically, this award recognizes outstanding efforts to eliminate red tape, cut cost and enhance RJR's efficiency.

Describing the Quality Quest Award, Schindler said, "The Quality Quest Award is one of the company's most prestigious employee awards. Teams who receive this award have gone well beyond the boundaries of their jobs and created innovative ground-breaking programs that directly impact our products and market share."

Individual Awards

Golden Eagle Outstanding Performance

James A. Barnhill
Contract management

For developing and implementing a plan to handle RJR waste with contract labor, to broker the material himself and arranging to contract only required baling. This resulted in a savings of \$158,000 including a onetime start-up cost of \$55,000.

James L. Crawford
Administrative and conference services

For consistently performing duties above and beyond job responsibilities.

Kenneth (Ken) W. Smith
Brands R&D

For dedication to success and outstanding accomplishments associated with a brand project.



J. Barnhill



J. Crawford



K. Smith



K. Baker



D. Beeson



D. Christopherson



J. Conner



B. Dula



S. Fansler



A. Gonzalez-Parra



A. Lekwauwa



G. Roseboro

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(continued from page 5)

Team Awards

Golden Eagle Outstanding Performance

Kenneth O. Baker
*Quality planning
and systems assessment*

Dwayne W. Beeson
D.A. Christopherson
Billy T. Conner
James M. Conner
Barbara J. Dula
Susan R. Fansler
Alvaro Gonzalez-Parra
Aju N. Lekwauwa
Dennis J. Lewis
Lila H. O'Connor
Dennis M. Riggs
Gloria P. Roseboro
Teddy W. Stafford
Daniel C. Straka
Kenneth W. Swicegood
Ronald O. Wagoner
Sara S. Willard
Walter R.D. Young
New cigarette technology

Brenda W. Gardner
Product evaluation

Andrea P. Holland
Jerry W. Lawson
Brands R&D

Franklin A. Thacker
*Product development
and assessment*

Jeffrey A. Willis
International R&D

Gary W. Worrell (Retired)
New cigarette technology

For achieving outstanding
results in a total-team effort in
the product development
efforts on Eclipse.

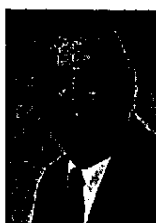
Feizel Robert
Information Systems Services, Inc.

Theresa M. Coleman
Sales systems

James P. Duffy Jr. (Retired)
Lyudmila F. Kilimnik
Russell W. Wood
*Marketing/customer
information systems*



T. Stafford



D. Straka



K. Swicegood



R. Wagoner



S. Willard



W. Young



B. Gardner



J. Lawson



F. Thacker



J. Willis



G. Worrell



T. Coleman



L. Kilimnik



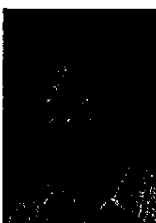
R. Wood



J. Hull



D. Potter



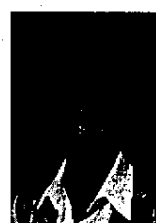
D. Gramley



K. Hammons



D. Williams



J. Owens



B. Riddle



A. Stepp



G. Ragsdale



T. Sullivan



W. Caya



J. Clerici



T. Hartman



J. Jandes



K. Lewis



D. Ohland

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R. Schweitzer



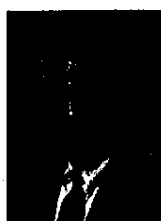
C. Wudyka



C. Alley



G. Barnett



R. Cockman



B. Berrier



J. Boger



K. Gondring



J. Cox



J. Franklin



K. Moore



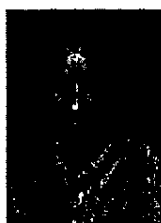
M. Hughes



L. Jarvis



R. Lyons



J. Stroud



M. Landy



W. Pittman



J. Long



D. Myers



R. Weisz



C. Carpenter



M. Dube



G. Edgell



E. Jones Jr.



B. Lawrence



T. Porter Jr.



D. Potter



K. Smith



M. Wong



J. Gentry

Timothy F. Fields
Jean H. Hull
Deborah F. Potter
Business strategy and planning

Bob Glen
DataMasters

David I. Gramley
Distribution-continuous replenishment

Kathy T. Hammons
David C. Williams
Customer financial services

Carroll Hathaway
John Mayer
Richard Nelson
Janet Steele
McLane Company, Inc.

Ron Jolly
Jolly Brothers

Julie H. Owens
Betty S. Riddle
Alan L. Stepp
Manufacturing automation systems

Gail E. Ragsdale
Finance/leaf/packaging systems

Thomas J. Sullivan
Trade marketing

For successful implementation of the Continuous Replenishment Program product ordering and inventory control system, and significant process improvements in operational, inventory and service payments.

W.J. Caya
John L. Clerici
Thomas S. Hartman
Jeffrey K. Jandes
Kathleen M. Lewis
Donald G. Ohland
Ronald J. Schweitzer
Crystal R. Wudyka
Sales

For initiating the idea and developing the curriculum for a selling workshop for all sales personnel in the region. ►►►

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(continued from page 7)



H. Gordin



D. Pence



L. Smith

Quality Quest

Carlton M. Alley (Retired)
Tobaccoville primary strip general

George H. Barnett (Retired)
Russell P. Cockman (Retired)
Process engineering

Bonnie L. Barrier
Finance/leaf/packaging systems

Jeffrey O. Boger
Kim A. Gondring
Manufacturing automation systems

Cathy Carpenter
Computer Consulting Group

James S. Cox
Manufacturing primary director general

John R. Franklin
Kimberly S. Moore
Manufacturing process control general

Mark E. Hughes
Linda K. Jarvis

Richard D. Lyons
John R. Stroud
Tobaccoville primary strip general

Michael J. Landy
Wiley T. Pittman
Leaf operations general

Jerry B. Long
Brook Cove

Dinah S. Myers
Quality assurance technical services

Randal L. Weisz
Manufacturing equipment engineering

For the development and implementation of RJR's Oriental leaf bar-code identification system. The benefits of this system include rapid resolution of quality issues, improved inventory control and precise recipe compliance.

Carolyn R. Carpenter
Michael F. Dube
Glenda L. Edgell

Elbert C. Jones Jr.
Brian M. Lawrence
William C. Luffman
Thomas J. Porter Jr.
Dennis L. Potter
Kenneth (Ken) W. Smith
Milly M. Wong
Brands R&D

Jeffery S. Gentry
Patricia F. Perfetti
Product development and assessment

Harvey H. Gordin
Market research

Deborah H. Pence
Health and environmental services

Lelgh Ann B. Smith
R&D process technology and development

James C. Walker
Product evaluation

For work on a product-improvement project.

Caravan

Volume 31, Number 4, May 1997

Published for employees and retirees of R.J. Reynolds Tobacco Co. and their families by the Public Relations Department. Address all communications, including requests to reprint any portion of this publication, to: *Caravan*, 16th Floor, Reynolds Building, Winston-Salem, NC 27102. Telephone (910) 741-7069.

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